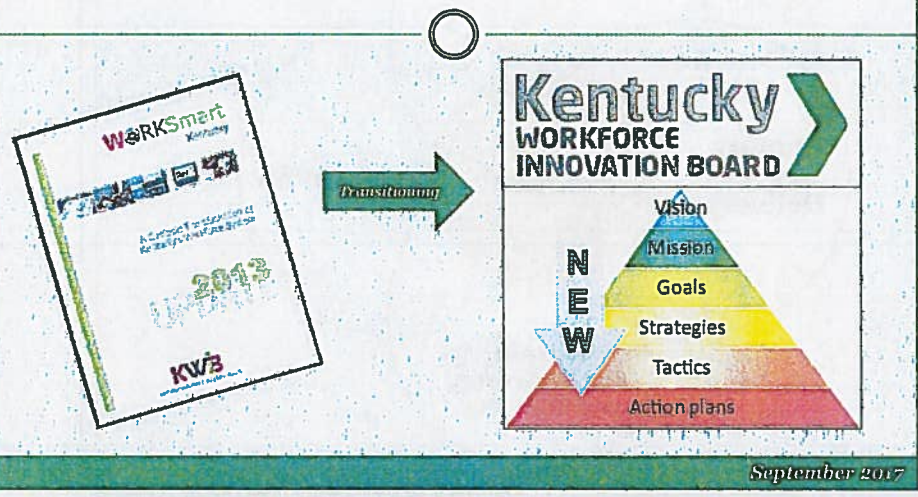
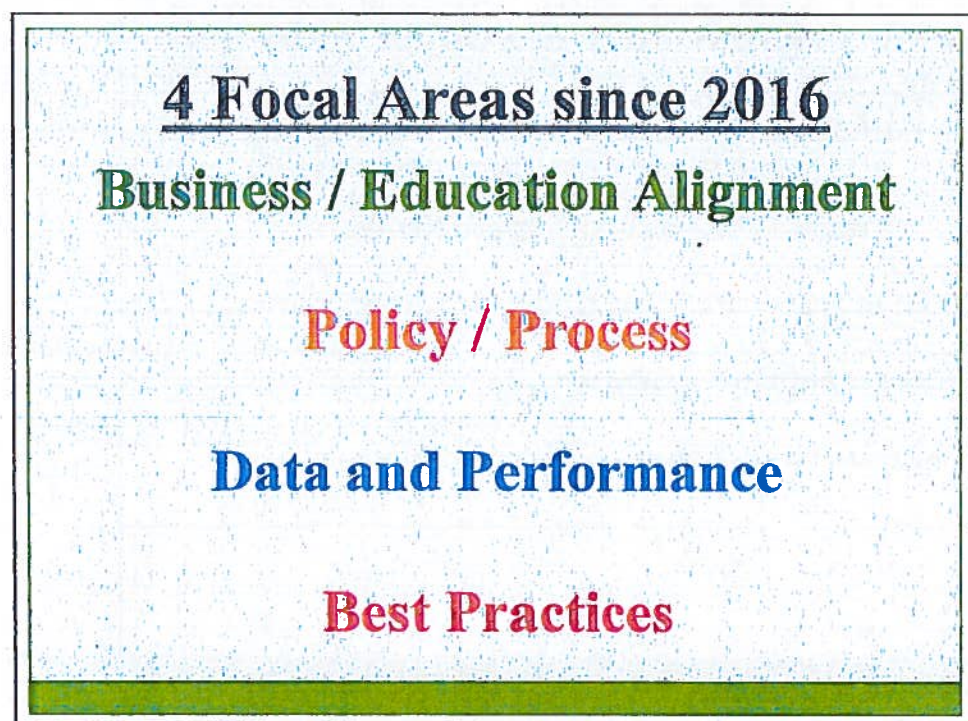
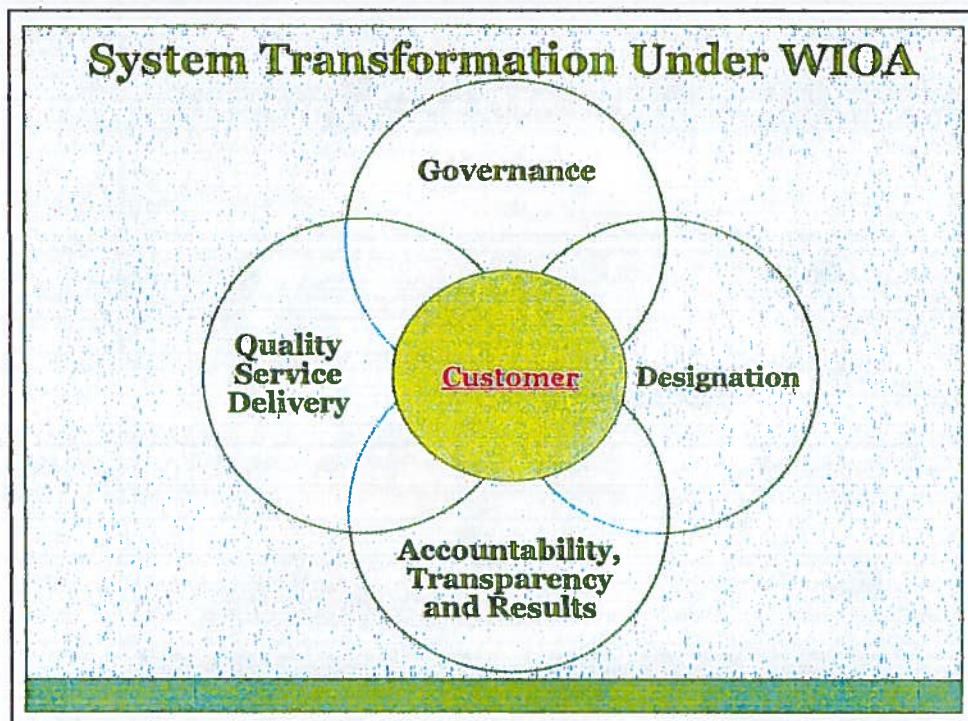


Kentucky's Workforce System








Workforce Innovation and Opportunity Act

- **Coordination and integration across core programs**
 - TITLE I: Adult, Dislocated Worker, and Youth programs
 - TITLE II: Adult Education and Literacy programs (CDE)
 - TITLE III: Wagner-Peyser Employment Service
 - TITLE IV: Rehabilitation Act programs (CDHS)
- **Utilization of sector partnerships and career pathways**
- **Stronger business engagement**
- **Enhanced focus on those with barriers to employment**



Business / Education Alignment

- Sector Strategies.....
- WorkReady Skills Initiative.....
- New Skills for Youth.....
- Accelerating Opportunity.....
- Apprenticeship / TRACK.....

Business / Education Alignment

Business and Education Alignment Committee

Recommendation 1

The new analysis of the top industry sectors have been completed. We are recommending we now follow the new top 5 sectors as related to the handout in your packets and with regard to understanding the sectors are also to be followed as broken down by the regional information (also included in your packets).

Last 5 Sectors Approved by KWIB

Healthcare
Advanced Manufacturing
Business / IT
Transportation / Logistics
Energy

Current 5 Being Recommended

Healthcare
Advanced Manufacturing
Business / IT
Transportation / Logistics
Construction

Business / Education Alignment

Business and Education Alignment Committee

Recommendation 2

Recommend the Office of Career and Technical Education complete a review of all current Certifications and Career Pathways being offered and whether they align with the Sector Strategy data.

- If certifications do not align with the "demand" based on the Sector Strategy data and employer feedback, there should be a formal recommendation to the Business and Education Committee to realign / eliminate / phase out those certifications for the 2017 / 2018 School Year. (Timeline: January – March 2017)
- Recommend a "core" set of Certifications and Career Pathways to be offered across the state in each school district but ensure appropriate regional nuances are met based on Sector Strategy data. (Timeline: May 2017)
- Annual review process

List of Current Certifications are Provided

Business / Education Alignment

Business and Education Alignment Committee

Recommendation 3

In order to strengthen the partnership between school districts and local employers, we must create a structure which allows the formalization, identification and funding for Business Partnership Liaisons to be placed in each local school district (in partnership with workforce boards, chambers, economic development, post secondary education and private sector).

Best practices already exist in KY and need to be reviewed.

The Business Partnership Liaisons function is to connect schools and students with employers (evaluate best practices as related to the following):

- Career opportunities post graduation
- Internships / Co-ops / Apprenticeships
- Formal mentoring and industry exposure for students
- Technical and career skill awareness and development
- How can schools improve the "supply" based on the "demand" of local business?
- Identify resources and partnerships for students with disabilities who need access
- Eliminate finger pointing and build true partnerships

Business / Education Alignment

Business and Education Alignment Committee

Recommendation 4

Promote and incentivize school systems to implement a formal "Earn and Learn" program in each career pathway to accelerate career readiness of students and increase "supply" to meet local talent needs.

- > Need to have consistent set of core criteria and metrics to ensure statewide consistency
- > "Earn and Learn" Program would fall under job role and responsibilities of Business Partnership Liaisons
- > Participating employers would need to meet specific student career development criteria
- > Need to ensure program takes into consideration needs and resources of small employers and large employers
- > Need to ensure program takes into consideration needs and resources of students with disabilities and connecting them with employers

Business / Education Alignment

Business and Education Alignment Committee

Recommendation 5

Through the appropriate tax incentives, tax credits or salary rebates, create a formal annual incentive for companies that are an active partner with the respective school system(s).

- > "Active Partnership" would require key criteria* to ensure employers are both active with real hands on Internships, Co-ops and Apprenticeships, but also with true career development actions for participating students.
- > Create a statewide award for companies and school systems leading the way = significant Employment Branding and potentially additional state resources

* Career Mentoring, Skill Demonstrations or Training, Mock Interviewing, Student Facility Tours, Donations (\$ or Equipment), etc.

Business / Education Alignment

Business and Education Alignment Committee

Recommendation 6

Recommend a formal marketing effort to ensure both the private sector but also parents and students are educated about the program offerings and efforts by the school systems to improve the "supply" to meet the "demands" of the future.

- Make it simple for employers on what schools are doing and how they can get involved.
- Track key metrics and then report them out annually to drive education and resources.
- What is the CCR Accountability Model and why should parents, students and the private sector care?
- What are the high demand sectors and occupations so parents and students are informed?

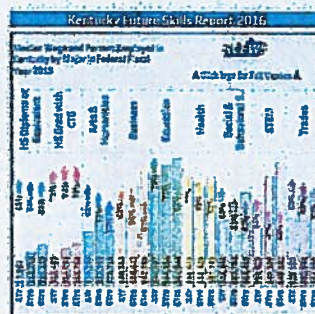
Policy and Process

- WIOA of 2014
- Kentucky's State Combined Plan
- **Kentucky's Policies and Guidance**
 - 15-001 Local Workforce Board Member Nomination Process
 - 15-002 Interlocal Agreements with Local Elected Officials
 - 17-001 Local Workforce Development Board Staff
 - 17-002 Internal Controls and Conflicts of Interest
- **Rules of Procedure**



Data and Performance

- **KCEWS** (Kentucky Center for Education and Workforce Statistics)



- **Other Tools.... Which Lead to Workforce Dashboard**

Data and Performance

| | | Kentucky | Tennessee | Indiana | US |
|--------------------------------------|---------------------------|----------------------|---------------|-----------------|-----|
| Labor Participation Rate | | | | | |
| Unemployment Rate | | | | | |
| Credential Rate | | | | | |
| Population | | Number Participating | Number Placed | Cost per Person | ROI |
| P I P E L I N E | Able Bodied Unemployed | | | | |
| | Dislocated Workers | | | | |
| | Vocational Rehabilitation | | | | |
| | Office for the Blind | | | | |
| | Veterans | | | | |
| | Apprenticeship Population | | | | |
| | Secondary Population | | | | |
| Career & Technical Education | | | | | |
| Post Secondary Population | | | | | |

Data and Performance

| | Healthcare | Manufacturing | Business / IT | Construction | Logistics |
|--|------------|---------------|---------------|--------------|-----------|
| Vacancies | | | | | |
| Median Wage | | | | | |
| Demand | | | | | |
| Supply | | | | | |
| Lead Time for Job Seeker to Employment | | | | | |
| Completed and Employed in Same Field | | | | | |
| Investment by State | | | | | |
| Investment by Employers | | | | | |
| Investment by Other | | | | | |
| ROI (total \$'s divided by total completed and employed for 24 months) | | | | | |

Data and Performance

| BY LOCAL WORKFORCE AREA | | | | |
|--|------------|------------------------|------------------------|--------|
| | | | | |
| Regional Specific Performance Comparison | | | | |
| Penetration ratio of employers by LWIB | | | | |
| | | | | |
| | Local Area | Surrounding Local Area | Surrounding Local Area | Region |
| Labor Participation Rate | | | | |
| Unemployment Rate | | | | |
| Credential Rate | | | | |

Data and Performance

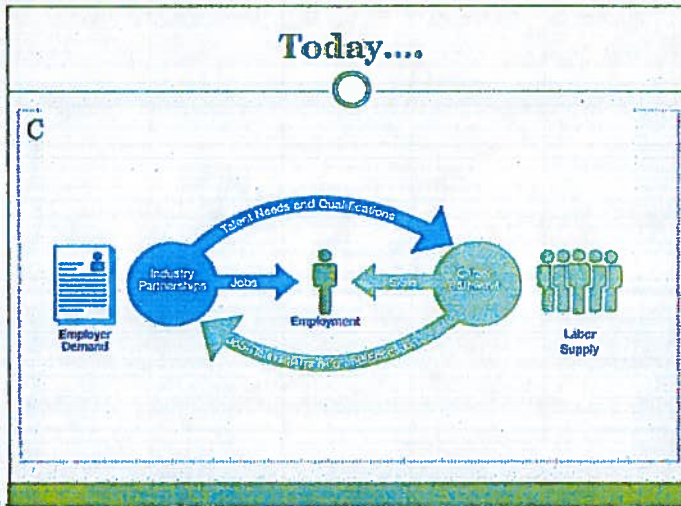
| By Local Workforce Area | Healthcare | Manufacturing | Business / IT | Construction | Logistics |
|--|------------|---------------|---------------|--------------|-----------|
| Vacancies | | | | | |
| Median Wage | | | | | |
| Demand | | | | | |
| Supply | | | | | |
| Lead Time for Job Seeker to Employment | | | | | |
| Completed and Employed in Same Field | | | | | |
| Investment by State | | | | | |
| Investment by Employers | | | | | |
| Investment by Other | | | | | |
| ROI (total \$'s divided by total completed and employed for 24 months) | | | | | |

Best Practices

| Barriers Needing Best Practice Reviews | | | |
|--|--|--|---|
| Business | Education | Government | Social |
| Lack of Skilled Workers | Unprepared Students and/or Limited Access for Career and/or College | Silos of Resources and Constraints of How to Spend Resources | Unwilling but Able to Work |
| Lack of Awareness of Resources | Misunderstanding Conceptually of How Curriculum is Applied in Real World Industry Examples | Redundancy and Duplication of Efforts and Resources | Lack of Education / Skills |
| Lack of Alignment of Training with Job Demand | Economic and Social Barriers of Student's Environments | Power Struck - Control / Regional and Local Constraints | Individuals with Disabilities or Barriers Not Being Given Chances |
| Differing Perspective on Education | Uneven Access to Opportunity for Students | Spread Thin in Capacity in Many Cases with Decreases in Funding and Greater Need | Supportive Services (Childcare / Dependent Care / Transportation) |
| Lack of Participation in Educational Change | Overwhelmed with Daunting Task | Ineffective Policies / Red Tape | Access to Transportation / Lack of Transportation Infrastructure |
| FOCUS ON EMPLOYMENT RATHER THAN UNEMPLOYMENT | | | |
| BE PROACTIVE RATHER THAN REACTIVE | | | |
| Possible Solutions to Review | | | |
| ★ Employer Led Work Based Learning Models (TRACK, KY FAME, LIFT, etc.) | | | |
| ✱ Self Accountability Modeled Programs (Essential Skill Programs, Career Coaching, Etc.) | | | |
| ✧ Entrepreneurial Programs (SBOC, KIN, FastTrack, etc.) | | | |

What's Next???

Today....



Questions / Discussion

